

Lynn Kirkland Harvey

From the Editor

Spring has arrived and my thoughts turn, not to flowers, bunnies, and longer days, but to the dreaded annual chore of spring cleaning. I can't help it.

When I was growing up, my mom was the cleaning Commander General. She marked her battle plan of "Spring Cleaning" on the calendar, my sisters and I were duly enlisted, and the whole intense battery would last for a week or more. She had a detailed strategy of working from one room to the next, cupboard by cupboard, closet by closet. Our artillery of cleaning cloths, mops and buckets were distributed, cupboards were emptied, contents were sorted into piles (keep or discard or donate), shelves were painstakingly wiped down with bleach, and cupboards were sequentially restocked.

Everything that could be washed and ironed, was washed and ironed. Heavy furniture and appliances were pulled out from the walls, and we dusted and mopped who-knows-what from behind and underneath. Walls, windows, and ceilings were wiped. Our toys were sterilized. Not one inch of the house was missed.

When we were done, the house sparkled in its antiseptic glory. Not a spec, dust bunny, or stray smudge survived the massive assault. Once I asked why we bothered with the closets and cupboards when they were behind doors and no one would know. My mom's answer: "I would know". To my mom, a spring-cleaned home was a happy home.

That's why, when it comes to me, she can't figure out where she went wrong.

This spring, like every spring since becoming an adult, I may think about the annual cleaning ritual, but I have yet to do it. I might tackle a cupboard if something has spilled into a sticky mess. I might clean out the linen closet when things get so crammed that towels start toppling out when the door is opened. But it's only on a need-to-do basis and usually only if company is coming. No sparkle, no bleach, no white gloves. My mother can't fathom why I haven't come down with some incurable infection.



Don't get me wrong. My place is not a disaster. Floors are regularly swept, surfaces are dusted, and bathrooms are swabbed. I dislike a messy house like most normal people. I have even taken steps to declutter my home which is very hip these days. But spring cleaning? Forget about it.

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UPCOMING Events!

FACULTY FORUM

'Results of the survey on rank'

Wed, April 20th

(Details on page 13)

FSA ANNUAL GENERAL MEETING

Wednesday, May 4th, 2011

10am to 12pm

Chilliwack North Theatre

(Social to follow)

(See Nomination form on page 15)

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Rhonda Snow

From the President

In 2008 when I first ran for the position of FSA President, we were experiencing the flurry of excitement and speculation that accompanied the announcement of our new status as a university. At that time, the change left us facing more questions than answers, and this continues to be true today. Who would have predicted that three years later we'd have gone through so much and still be facing a future full of changes? My advice back in the year 2008, and now, is that we need to be especially well informed, vigilant, and proactive as we negotiate change to our working conditions at UFV.

In any period marked by change, we have the opportunity to work on strengthening the language of our collective agreement, and to ensure any new language added as a result of change is strong, inclusive, and protective. This is also an important time to make sure that the issue of ranking of faculty does not overshadow other important workplace and personnel issues, such as the rights of sessionals, the new evaluation procedures for staff, workload concerns of faculty and staff, leaves, office space, increased managerialism and the weakening academic voice -- not to mention the myriad of other issues around which Hilary and her bargaining team are negotiating in the seemingly unending context of budget constraints.

The most important thing we can do at this time is to continue to work together as a Faculty and Staff Association to promote the interests of all of us. More than ever, it is vitally important for us to have an active and involved FSA as we handle the next few years and the challenges we face. We need union representation on any committee that affects our employment whether it's at the decision making or appeal processes.

And we need someone to continue the good relationship we have with the other Faculty Association Presidents who make up the Federation of Post Secondary Educators because we need their support, and we need the legal advice, support, and clout that the Federation provides as a whole. This year, my plan is to run for election to the Executive of FPSE and step aside as President of the FSA. This will allow me to continue to play an important role at the local and provincial level.

In the past three years, Hilary Turner has played a vital role in the union. Initially in her role as Communications Chair,

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Perhaps our houses are cleaner now than they used to be, with our air tight, energy efficient windows and doors, and our hypo-allergenic furnace screens and vents. Dirt just doesn't get blown in and circulated anymore. If I don't clean out my cupboards for years, it doesn't look that bad.

Yet spring cleaning is definitely in the air. Just look at our provincial and federal politics, with stale people out, new people in, and elections being called. All in an effort to bring in that fresh factor...that sparkle.

The FSA is spring cleaning. The bargaining committee is wiping out old and confusing language in the collective agreement. The new agreement is going to be refreshingly clearer. Our AGM is almost upon us, and we may have some sparkly new members on the executive.

UFV could do with a little spring cleaning. We are still operating with some old systems, structures, and committees while trying to introduce new ones. Our institutional cupboards are a mess. A consulting company was hired last year to review our organizational systems and management structure, but no actual cleaning took place. They just recommended new cupboards.

A recent Vancouver Sun headline announced "Spring is in the air – and the mop and broom are calling" (March 18, 2011) ... but who is listening? My mom is, I'm not, but UFV should be.

...President's report continued from page 2

and then in her role as Chief Negotiator, she has proven to be a strong voice for staff and faculty. Because of this I am thrilled that Hilary Turner had decided to run for President of the FSA. She has qualities that will sustain the work we have done to create a cooperative, involved, and supportive team of FSA Executives, and she is highly regarded by the Executive for the strength and integrity she has shown. No one knows better than Hilary how important our Collective Agreement is to improving our working conditions, protecting our rights, and providing us with the right to appeal unfair treatment.

During the past three years I believe the union has grown stronger because of the participation of many talented and competent people who serve on the executive. I respect those who care enough to come forward – being on the executive is certainly not for the faint of heart.

We have continued to make changes to the Constitution of the FSA to address some of the questions, issues, or problems we have noted during the year. Many are directed toward greater clarity of roles and responsibilities, and accountability of officers who represent your interests. We will be asking you to review and vote to accept them at the AGM on May 4th.

Vancouver Island University Strike

Our friends and colleagues at Vancouver Island University have been on strike since March 4th. The only cost to their employer of meeting their demands is transparency. Now that they have become a university, they are asking for contract language typical of a University Collective Agreement. This is language that Thompson Rivers University was able to include in their Collective Agreement by virtue of being a university: Financial Exigency and Program Redundancy. When their employer argues that they must layoff faculty for financial reasons, university faculty ask them to prove it. This is what makes the position taken by the VIU faculty so compelling. The Financial Exigency and Program Redundancy language preserves the Employer's right to layoff, but ensures that the administration is telling the truth about the status of their finances. If financial exigency exists, they can proceed with layoffs. If not, they cannot layoff faculty or cut programs. VIU, like many of us at the new universities, have noted that budgetary constraints do not seem to apply when the discussion involves the hiring of new administrators. Under financial exigency language the employer would not be able to lay off faculty and turn away students, while at the same time creating new and costly administrative positions.

The FSA Executive has sent the VIU-FA a letter of support (see page 14) and a \$1000.00 contribution to their Hardship Fund. On March 30th, I travelled to Nanaimo along with Cindy Oliver, President of FPSE and Jim Sinclair, President of the BC Federation of Labour to rally around the VIU faculty. Others who attended included the Presidents of the Faculty Association of the other locals of FPSE, representatives of the Canadian Labour Congress, CUPE, and the GEU. The gratitude we received from the VIU faculty and the CUPE and GEU workers who also walked the picket line with them was heartfelt. VIU is taking action that will affect us all and it is likely that they are being used as a test case. If their Employer doesn't have to recognize VIU as a university workplace, ours likely will not either. Please send letters of support to the VIUFA at www.viufa.ca.

Evaluation of Staff

Hilary has made real progress for us here. The staff evaluation system needed a major overhaul and it's now getting one. A joint committee will report back to the bargaining team this month on their work of designing, within the guidelines specified by the bargaining teams, a new method of evaluation that includes support, guidance, and mentorship. The anonymous evaluation of one's friends and colleagues is a thing of the past and this alone is an achievement at UFV.

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Ranking of Faculty

Ranking of faculty is something employers dream about, while unions dream of job security, workload reductions, salary increases, and benefits for all. But even unions sometimes have to make the best of things, and when that happens they try to get their members the very best deal they can. The results of our survey on ranking of faculty is interesting for several reasons, but the most surprising to me is that 36% of full time faculty did not participate. For me, this is difficult to understand.

Of course, both those in favour and those opposed to ranking want to claim this group as their own – while advocates of one side say: *“if they wanted rank, they'd have participated”*; the other side says: *“if they didn't want rank, they'd have participated”*. And then we have a substantial number who declared themselves as “undecided”. At least discussion with members of this group may provide some ideas on what concerns they want addressed before taking a side. The committee working on the follow-up forum has work to do to find a way to hold a forum that helps build consensus around this issue.

So what should your union do if a substantial majority reach consensus in favour of ranking faculty? In my opinion, you should press to ensure you get language on Financial Exigency, Program Redundancy, and Tenure. The union's obligation is to make sure that in their willingness to obtain a title designating their rank, members do not agree to the kind of accountability measures, research demands, and salary caps that make ranking so attractive to Employers. At the very least, let your union bargain this for you. Any deal the union is able to negotiate on your behalf will be better than one you will get without the union, because it will require the employer to be transparent with respect to the actual consequences for faculty evaluation, salary, workload, and layoffs.

Student Union Society

We now have student liaisons from the SUS who will be attending our executive meetings. We plan to work with the student union so that we can support one another and pool our resources when dealing with issues of mutual interest. Jill Harrison, our Staff Contract Administrator, and Martin Kelly, Staff Steward, have volunteered to liaise with the SUS and will be attending their board meetings in order to keep us updated.

In closing, let me say that being your president has been challenging sometimes, rewarding sometimes, and an honour always. I thank you for the support and trust you have given me. I'm deeply grateful to those of you who have taken the time to offer your support, good humour, and welcome advice. I wish each of you the best and encourage you to take an interest in helping your union. The union's strength comes from its members. Get involved, help your union help you, and remember to support the dedicated people who volunteer to spend their time advocating for an improvement in your working conditions.

My summer plans

May 4th: FSA Annual General Meeting in Chilliwack
May 9 – 13th: FPSE representative to the Canadian Labour Congress convention
May 16 – 20th: FPSE Annual General Meeting in Prince Rupert
June 12th – 14th: FPSE representative to the National Union of Canadian Association of University Teachers (NUCAUT)
July 3 – 7th: FPSE representative to the Women's Worlds Conference in Ottawa

And somewhere in there the FSA retreat.



Hilary Turner

From the Contract Chair

While in Ottawa attending the CAUT forum for Chief Negotiators (aptly titled “Bargaining Under Pressure”) a bunch of us went out for dinner at Darcy McGee's, a pub a block or two from Parliament Hill. At the table next to us sat Andrew Coyne, flanked by an open lap top and what looked like the remains of a very Spartan meal—empty coffee cup, small plate with a few crumbs. We observed him sitting there for two full hours, oblivious to the noise of other diners (and drinkers), toggling back and forth between a screen with tables and charts and a screen on which he was writing. With inscrutable composure, he researched; he wrote; he got up and left. His demeanor suggested that he does this sort of thing all the time.

While I seldom agree with what he says, I envy Coyne his ability (a) to tune out distraction and (b) to see meaning in complex relationships. In my own case lately, these two abilities have been put through some pretty thorough stress tests. Here's an illustration:

Which of the following is the most important? Which (if any) is a mere distraction? And how are they all related?

- Job action at VIU
- Bargaining at this local
- The results of the FSA survey on rank
- Provincial and national bargaining trends

Job Action

The VIU strike began on March 10th and is (as I write) entering its fourth calendar week. While students and faculty picket, the negotiating team is working hard behind the scenes to entice the Employer back to the bargaining table, but with no luck so far. The disputed issue comes under the heading of “financial exigency and/or program redundancy.” In this way of thinking, it is the Employer's duty to justify layoffs by proving either that there is no money to pay faculty salaries, or that program cuts are necessitated by unsustainable enrollments. The administration at VIU has threatened a 10% cut in faculty complement, and has refused to supply the financial information that would make the cut explicable. And the VIU numbers don't make sense. As one post on the VIUFA website succinctly points out, if enrollment is up, how can revenue be down? A clause on “financial exigency” is vital in any university's Collective Agreement; it is equivalent to tenure, and definitely worth fighting for.

Bargaining

While the only hint of layoffs here concerns the closure of the Dental Hygiene program in 2012, we certainly have our labour-and-management issues. Bargaining at this local continues slowly, but with ambiguities and procedural complexities that would confuse Rube Goldberg himself. We are awaiting a response to our presentation (two weeks ago) of the workload and salary concerns of Lab Instructors. We seem to have agreement (in principle) to handle the concerns of some “special” faculty groups (e.g., Academic Advisors, Writing and Math Centre faculty, Librarians, Counselors, and some others) in a separate panel, but it is still unclear exactly how this will be done. And there are a number of other outstanding proposals still in limbo.

In any case, on March 24th, *at long last* we opened Article 18 (Faculty Workload). We got bogged down almost at once, however, on the question of whether Health Sciences and Trades Faculty ought or ought not to be described in a separate article (or articles). Up until now, our belief has been that their work is different enough from that of course-based teaching faculty to merit separate articles with more detailed descriptions of the nature of the work in these disciplines. The Employer begs to differ, however, and in the interest of moving things forward, we have conveyed our willingness to add language as necessary rather than split the article.

Things moved slowly on March 24th as well because, to be fair, our proposal is many-faceted. It includes some wholly new definitions of teaching, service, and scholarship; it lays out a complex formula for calculating workload according

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to a new set of criteria; it moves the responsibility for workload equity to the departments themselves—all of this so as to create the conditions for a six-course norm. In doing so, it rearranges some of the material in the current Article 18 in a way that is perhaps confusing.

On the other hand, we must (and did) protest that nearly three hours spent on minor questions of format is counterproductive. In the end, we said, *yes* we will redraft the proposal so that its relationship to the current Article 18 is more transparent. And they said, *no*, their objections are unrelated to a desire to impose more “accountability” on faculty for their research and scholarship. Both sides agreed to do some serious work with the proposal, and so I am hopeful that our next meeting (April 15th) will actually get at the main issues.

Survey on Rank

It's unusual to do a survey in the midst of negotiations—particularly when they have reached the stage of the big ticket items—and so it is not easy to pronounce on the relevance of our survey on rank to the current round of bargaining. It is obvious that the forty-six per cent of participants who answered yes to question #1 (“Would you prefer that UFV implement a system for promoting faculty through ranks”) form a plurality, but not a majority. The undecided group (26%) is sizable enough to suggest the need for more information, more discussion, and more consensus-building. The place where these things might happen, it seems to me, is in the area defined by question #2 (“If you answered YES or UNDECIDED to the question of being ranked, would you be in favour of ranking even if (a) there is no associated increase in salary; and (b) there is no associated decrease in teaching or other workload...”). I note a small but significant difference in the positive responses to (a) and (b). In other words, slightly more of the undecided vote would consider rank if there were an associated decrease in teaching or other workload—whereas an associated increase in salary seems to be a less compelling persuader.

Anyway, for what it's worth, I propose that those who voted YES take it upon themselves to court the UNDECIDED vote by appealing to the apparent desire to tie the introduction of rank to a commensurate reduction in teaching workload. And this only makes sense. In the foreseeable future, promotions will be linked (either firmly or loosely) to scholarship. Scholarship requires time. Currently, for most faculty members, teaching consumes almost all the available time. Ergo, rank appeals proportionately more keenly to the participants in this survey *the more closely associated it is with the freedom to invest in opportunities for research*. I need hardly point out that alliances along these lines are in all our best interests. If they can be cemented in time for our next round of bargaining, all the better. And if we can get to that place by March of 2012, negotiations can focus on getting the best possible terms and conditions for rank, tenure, and promotion into the Collective Agreement.

Provincial and National Trends

The CAUT forum for chief negotiators in Ottawa was a shock to me that by far exceeded the thrill of being briefly in the same room with a national political pundit. First of all, in a session titled “Countering Pressure from the Provinces,” Lesley Burke-O'Flynn (from FPSE) stunned the room with her report of the BC government's intransigence on negotiating with public sector unions. Hardly anyone who did not come from this province could believe that the zero mandate here was firm and unbreakable. Even in Ontario, which has groaned under a similar mandate for post-secondary education, faculty associations have been routinely granted salary increases in arbitration.

Here is synopsis of what other associations have successfully bargained:

Institution	Salary increases
McMaster -- CUPE sessional faculty	0/0/3% over 3 years
UWO -- faculty	2.14% over 4 years
U of T	More than 1% over 4 years with an increase in reimbursement for PD expenses
Bishops	1%/2%/2%
Memorial	8%/4%/4%/4% over 4 years
University of Saskatchewan	4.5%/4%/4% over 3 years
Acadia	1%/1%/1% over 3 years

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Jill Harrison

From the Staff Contract Administrator

Spring is here, and I have almost been in my position as staff contract administrator for a year. What a difference a year makes! The lesson I continue to learn, and the one I have had the most direct experience with this year, relates to communication - communication as dialogue and not as directive; communication that is open to, and respects diverse points of view; communication that works toward the common good; and communication that is not about power and control.

A small example of communication that could go wrong occurred when Madeleine Hardin (faculty contract administrator) and I were required to write a book review on the same book. The book was a historical review of higher education and the corporate creep that is constantly changing the face of higher education. After completing the reviews and reading each other's submission, there was one key question—did we really read the same book? We have both been employed at UFV for twenty some years, Madeleine as faculty and me in Student Services. It was obvious that our take on the book was coloured by the culture and community we were familiar with. Our differing viewpoints could have created misunderstanding and a disjointed approach to any solutions we might have suggested. I believe similar difficulties occur in our day to day work place when we fail to recognize different approaches to everyday issues or fail to create a joint framework that address expectations (both employer and employee), goals, and objectives in a culture of respect.

A real work place example might include the Staff Evaluation tool that a committee has been working on. Many of the issues have been addressed – the outdated survey, anonymous submissions, providing adequate information on the process, what to expect as an employee, and the developmental, not punitive purpose for the evaluation in the first place. But, and this is a big but, if there is not a collaborative understanding of the framework in which the evaluation will take place, mistrust of the evaluation process will continue to be an issue.

I also see conflict in the work environment where supervisors are speaking with staff with regard to work place issues. This certainly has the potential to be effective in resolving conflict or misunderstandings before there is an escalation of the problem. Unfortunately, difficulties arise when there is a suggestion by supervisors to sidestep the union at this time – possibly accurate, but not effective when dealing with power differentials where the employee feels intimidated and fearful of consequences if a request is now forwarded to the union.

Or a time when the re-organization of a department is initiated in order to cover extended leaves of absence without a conversation that includes all members of the department and the rationale for the moves.

As you can imagine, there are more examples...but the bottom line is lack of effective collaboration that is inclusive, respectful and embedded in a clearly defined framework.

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To make a long story short, we in BC are falling ever further behind. Unless our current government wakes up (or is replaced), in 2012 we will be facing the year with the same salaries we earned in 2006, while our colleagues across the country make significant gains. We need to ask ourselves how long we are prepared to continue in this fashion.

Putting It All Together

As the FSA elections and AGM approach, and as bargaining moves into the end-game, I am personally trying to see the whole forest, and not to be distracted by the appearance of individual trees. To my mind, the big picture is this: both the Employer and the FSA are caught in a stalemate created by our current government's policy of bleeding the public sector. At UFV both sides badly want a negotiated agreement—one that does not entail job action on the one hand, or overly hard bargaining on the other. Both sides want our workplace to remain open and congenial.

Membership can cooperate in this process in two ways. First, by signaling their solidarity with the bargaining process. It is all we have. Second, by thinking hard about what we would like to see on the table in 2012. A number of issues are going to converge at that point, and we need to know our own minds.



Glen Baier

From the Faculty Vice-President

The FSA executive has now received and compiled the results of its survey on rank. These results have been made available to everyone at UFV. As indicated in this edition of *Words and Visions*, a sub-committee is currently preparing for a faculty-wide forum scheduled for later this month. The hope is that the meeting will give people a chance to come together to discuss the results of the survey and to help the FSA consider what options are available to address the question of rank.

The response rate to our survey was positive and the information we have acquired should be useful in discussions had at the faculty forum and elsewhere. As I have noted in my last report, it is essential to ensure that the process directing the decisions made about rank are transparent and fair. I think the survey is the initial step in this process.

The planned forum should prove to be an interesting and productive meeting. I look forward to attending. Finally, I would like to thank everyone who took the time to complete the survey and those who contributed to its formulation. It is important for the FSA to hear from those it represents.



Madeleine Hardin

From the Faculty Contract Administrator

At a time when many American states and cities are decertifying their public unions or contemplating that action, it gives me pause to think about what that would mean to us. Imagine if we didn't have the protection of our jobs, our rights, our pensions, and benefits? A strong union works with management to ensure that workers' rights are protected because it benefits all of us, management and union alike. Personally, I can't see how stripping pensioner's payments and making workers' salaries unstable benefits the economy.

This is a short article as I'm busy on the campaign trail in the federal election. I don't care how you vote – just make sure you do vote because an apathetic and dispirited electorate gets the government it deserves. I suppose that is true, too, about voting for your union representatives. If you don't stand for election, if you don't vote, if you don't get involved, then you have no right to complain. I urge everyone to get involved.

After spending 18 hours a day immersed in party platforms, debates, and the election process, it's hard for me not to slip into electioneering. As a communication instructor I'm learning about the power of social media (yes, I know, I'm late to the show). But now I'm tweeting many times a day and using Facebook, video, and links to get out my message. This is a powerful change in the way we communicate, and I'm glad I have had this opportunity to engage with so many people this way. Maybe the union needs a Twitter feed. What do you think? Before actively using Twitter, I didn't realize that it was so easily linked to longer, substantive pieces. What is tweeted is the headline that then links to articles or other pages. See: @madeleinehardin if you want to try it out. There is a fellow here in Abbotsford who has 18,000 followers in this city (see @owengreaves). For me, this is like an applied communication.

At UFV, the results of the survey about academic rank are in. I expect the results have generated more than a few conversations in the mail room and hallways; at least I hope that is so. Clearly the majority of respondents favoured some form of ranking at UFV. So, it will be up to the FSA, in consultation with all of you, to figure out how to go forward. I anticipate many lively conversations with you in the future.

Lately I have been working on senior sessional rights, program changes in Trades and Dental Hygiene, and all the other workload issues that affect lab-faculty and instructors with labs and ESL. Hilary has been relaying my concerns about some of these issues to the bargaining table – we will see where this takes us. Just like I'm campaigning for hope and change federally, I am campaigning for hope at UFV, too.

I will be back at UFV after election day, May 2nd, in time for the FSA AGM on May 4th. See you then! Remember to vote early and vote often. Just joking...you CAN vote early at the "Elections Canada" office on McCallum just south of Fields, but you can't vote often.



Isabel Hay

From the Staff Vice-President

Hello Everyone,

This will be the last annual report for me as my term is coming to an end and I will not be running for the position of Staff Vice President for the upcoming term. The time I have spent working on the FSA executive has been an AWESOME learning experience. I have added so many skills and experiences that will no doubt help me in years to come. It is time for me to spend more time on the courses I am taking. Working on a Masters degree is time consuming, and juggling school work, family, my day job and FSA duties are just a bit too much.

My start on the executive was as the FSA representative for UCC in 2005, and I became the Staff VP in 2008. During these years I have worked with some amazing folks, and I would like to thank them for what they have added to my life.

First, to our office staff Tanja and Harman thank you for all the little things you have done to make the office run smoother. I am especially proud of the work we have done to clear up our archives and stream line the day to day operations of the office. You both have been very accommodating, friendly and supportive of not only me but to members who come to the office looking for me.

Sincere thanks also go to Jill Harrison, who came on to the executive this year and has worked very hard, and has cooperated and shared her learning with me. You make me laugh and I really enjoy your enthusiasm and "just do it" style.

Sean Parkinson, you have been a pleasure to work with; thank you for helping me to understand that money does not grow on trees and how to budget so we can get as much as we can for our members.

Rhonda Snow and Hilary Turner, how do I even write how I feel about the two of you? You both have been so helpful and are such smart cookies! Our union has been in such great hands and will continue to be. I can honestly say that I was nervous and anxious about going into bargaining meetings but with both of you there I felt that I was really valued and that staff needs have been addressed with respect and that our voices have been (and will continue to be) heard.

To everyone else, you have added to my work life in ways you'll never even know. Thanks for a great 6 years!

To the all our FSA members whom I have met, spent time with and supported -- I thank you too. Your trust in me has always been and will continue to be valued.



Mandy Klepic

From the FPSE Status of Women Rep

Updates from the FPSE 2011 Spring Conference February 25 and Feb 26, 2011

FPSE agreed to sponsor four women to attend the 11th Women's World conference to be held in Ottawa-Gatineau (July 3-7). Rhonda Snow (UFV), Terry Van Steinberg (Kwantlen), Candace Fertile (Camosun, Status of Women chair) and Natalie Clarke (TRU) will attend this conference.

FPSE agreed to sponsor eight women to attend the 2011 BC Summer Institute for Union Women to be held in Victoria (July 13-17). This conference is organized by the BC Federation of Labor and it is expected that workshops will be very relevant to members.

Committee members discussed workshop and speaker ideas for the FPSE 2011 AGM & Convention May 17-20, Prince Rupert. The theme agreed on was First Nations Education & the BC Post Secondary System. The suggestions will be forwarded to FPSE for consideration.

Committee members discussed events planned for the 100th International Women's Day celebrations on March 8, 2011. If anyone is interested in knowing what other locals organized, please contact me and I will share the reports submitted.

UFV International Women's Day Celebrations

At the Chilliwack campus Lisa Morry coordinated an event with Dr. Jean Scott - a local author, women's rights activist, labor negotiator, co-founder of Chilliwack's transition house, UFV honorary doctorate recipient, and Governor General's Persons Case award winner. Please see this site for further information:
<http://www.ufv.ca/library/exhibits/internationalwomensday2011.htm>

At the Abbotsford campus the UFV South Asian Peer Network Association (SAPNA) and Social Work Student Association (SWSA) organized a display, provided handouts and sold roses and buttons. The \$180 was donated to an NGO working to assist women and children.

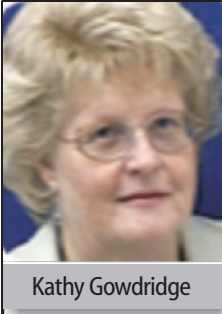
Status of Women link on the FSA website

Thanks to Tanja Rourke, FSA admin extraordinaire, for adding a section under the news and events tab <http://www.ufv-fsa.ca/index.php?page=status-of-women>. Please email Tanja if you have any items to share with colleagues.

And since a picture is worth a thousand words –

Please enjoy this one from the Chilliwack March 8th event.





Kathy Gowdridge

From the OH & S Co-Chair

We Love Dogs, Too!

The poster says, “We Love Dogs. The Committee doesn't think we do.” We beg to differ. We absolutely **know** that you love dogs. Most of the committee members are dog lovers, too. In fact, a majority of the committee members are now, or have been in the past, dog owners ourselves.

Speaking for myself (a three-time dog owner), I will personally miss visits from all my little (and not so little) doggie friends, most of whom know me as “the goodies lady” and many of whom know exactly where I keep the “Pup-Peroni” and other treats.

A few individuals have come to me quietly and asked, “Why?” Once I explained what was involved and how it had all come about, they were still disappointed but were, for the most part, understanding and accepting. It finally occurred to me that it might help in some small way if I were to put something in *Words & Vision* to let everyone else know what led to the “Pet Policy” or, as it is more formally known, “Animals on Campus.”

It was not an easy decision for the OH&S committee to make, and it certainly was not done lightly or without a lot of careful consideration, research, and discussion. However, we simply could not ignore the growing list of complaints and concerns brought to the committee by those who had legitimate issues. No, they are not dog haters, and most of them had simply ignored the occasional visit by the occasional dog (or cat, or ferret, or whatever) in the past. Unfortunately, things had progressed to the point where they were no longer ignorable.

Some of the major concerns include allergies, fears, sanitation, and legalities.

Allergies:

Allergies can range from annoying (a bit of sniffing and itchy eyes) to something much more serious (respiratory problems and difficulty breathing) and, unfortunately, an airborne allergen is difficult to simply avoid – you can't just not breathe. Passing a dog in the hallway is one thing, but having a dog in the vicinity of your work space for an extended length of time on a regular basis (even a daily basis in some cases) can seriously impact your health and your ability to do your job.

Fears, phobias, and panic attacks:

Most people enjoy dogs and get a great deal of pleasure from petting them and interacting with them whenever they encounter them. Indeed, for many, it can be a great stress reliever. However, there are other people who have suffered some bad experiences with dogs at some point in their lives. For the most part, people who are afraid of dogs, or just uncomfortable around them, are okay as long as they can avoid close contact with them – going the other way, taking the stairs instead of the elevator, standing back and waiting, etc. For a few, coming around a corner and suddenly finding a dog in their path, or even just hearing a dog bark down the hallway, can trigger an uncontrollable reaction that can disrupt their ability to function properly for quite some time and can even cause some serious health issues. It's hard sometimes for those who love dogs to fathom such an extreme reaction, but that doesn't make it any less real. A panic attack “is one of the most distressing conditions that a person can experience, and its symptoms can closely mimic those of a heart attack.” (www.medicinenet.com)

Sanitation and hygiene:

Although the majority of folks who bring their dogs are very aware of doggy needs, and take them out for a “bio break” when needed, and are diligent about cleaning up the rare accident, sadly we cannot say the same for everyone. Plus,

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...OH & S Co-Chair's report continued from page 11

even very good dogs who never have accidents can leave a lingering odour where they have been. You know those Febreeze commercials about getting rid of unpleasant smells? Yup, that doggy smell can really get into the carpet and doesn't just go away.

Legal issues, injuries, diseases, and other stuff:

Could UFV be held liable if an employee's dog bit someone (as has happened)? What about if a dog knocked someone over and caused an injury? Dogs have always been expected to be leashed (and/or otherwise under control), but not everyone always follows the rules. Also, even when leashed, some dogs tend to jump up on people, or a dog could potentially cause an accident by virtue of the leash suddenly blocking someone's path or getting wrapped around someone's feet.

What about diseases or fleas (some people can have a bad reaction to a flea bite)? It's a very rare occurrence for diseases to be transmitted from pets to people, but it can happen. Different animals (dogs, cats, monkeys, rats, assorted other "pets") can transmit different diseases to humans in a variety of ways. That's why animals involved in teaching and/or research are governed by some fairly strict rules, to safeguard the health of those who work with them.

Difficult Solutions:

There were some suggestions offered for finding other ways around the problem, including monitoring individual dogs and their behaviour. However, the duties involved in monitoring don't exist in any job description that I'm aware of, and there really doesn't seem to be any other workable way to manage the situation efficiently and fairly. We can't really say "yes" to this person (and this animal) but "no" to that one, without getting into discussions and disagreements and interpretations. And again, there is the problem of monitoring, and enforcing, and justifying, and all that. UFV resources were never intended to pay for such things.

David Thomson's excellent article in the February issue of *Words & Vision* suggested that it would be fairly easy to identify the owner of any dog causing a problem, and that most owners would do what they could to resolve any issues they were made aware of. Valid point, but not always true. As one committee member pointed out, in a small workplace it's easy to know who owns the dog as well as who has allergies or whatnot, but UFV is a rather large place. Dog owners and fellow dog lovers will, of course, usually know and recognize each other easily enough. However, we are far too big now for any of us to hope to know even the majority of our fellow employees. Students would know even fewer of us as a rule, but students are certainly a part of the UFV community as well, and are also affected by the whole situation. And, unfortunately, there were even reports that some attempts at diplomatic suggestions were tried but were either not well received or not very successful.

The intention is not to completely ban dogs (and other pets) from UFV. People will still walk their dogs on UFV property and play with them on the grass. However, by keeping them out of the buildings we can at least give members of the UFV community a reasonable assurance that they can expect not to suddenly encounter a dog where they wouldn't normally expect to find one.

By the way, at the last meeting of the FPSE Workplace Health Safety & Environment Committee, I reported that we were dealing with the issue of people bringing dogs to work. Several of the representatives from the other provincial post-secondary institutions were amazed that it had been allowed here at UFV at all. I also found it very interesting that, when I made a brief mention of a dog being here all day, on a regular basis, the immediate comments from three different people were along the lines of "oh, the poor dog!" and "How could anybody do that to a dog?"

Different perceptions, eh?



Sean Parkinson

From the Secretary-Treasurer

I attended the budget consultation on March 10.

In the draft budget, I was interested in the revenues and expenses related to International Education: Revenue: \$9,440,443, Expenses: \$3,993,314. As it is we expect to "profit" \$5.5 million on international students. For this group to be profitable it must be the case that either revenues are high or expenses are low.

There are at least two ways to look at revenues. The first is to compare the share of revenues earned from international students to the share of FTEs made up by international students. By this measure international students will make up 10% of the FTE count and bring in 9.5% of the revenue. A second way to look at revenues is to compare the international student tuition with domestic student tuition plus grant revenue. Using this method international students pay about \$12000 per year (two semesters, ten courses) and domestic students pay about \$4000 (\$400 per course and ten courses per FTE). But we also get grant revenue of about \$7000 per FTE for domestic students for a total of around \$11,000 per FTE. So it looks like the extra fees that international students pay cover the grant revenue we do not get for them from the government.

The real question is: What are the expenses associated with International Ed?

At minimum we should include direct costs such as the cost of administering the International Education offices and the cost of instruction. I would argue that we should also include a share of indirect costs such as those for general UFV administration, student support, facility costs and depreciation. The shares attributed to international programs could be based on the proportion of international FTEs to total FTEs. With a method like this we would attribute 10% of costs to 10% of students.

I am having difficulty accepting that expenses associated with International Ed are only \$4 million. This estimate does not include these indirect costs nor does it include all the direct costs as instructional costs are left out. This is the issue. For any line item in the budget, expenses are supposed to be comprehensive. We are entitled to a fair estimate of all items that are presented.

I have no doubt that international students are good for our university. They enrich the classroom experience and, as the budget statement hints at, they improve our social, cultural and economic connections with the rest of the world. The worry is that international education is seen as an industry; the students become a source of revenue. Let's not forget there are also costs.

Survey on Rank - Forum Agenda

1. FSA position – What is the role of your union?
2. Review and discussion of the survey results
3. Moving towards consensus for 2012
 - How do we get there?
 - Role of more detailed opinion surveys
4. Future bargaining survey

April 20th, 2011
2 – 5pm
Abbotsford Campus, B121

Vancouver Island University Faculty Association Strike

VIUFA's bargaining position

Excerpt: See full article at <http://www.viufa.ca/viufas-bargaining-position/>

VIU claims that VIUFA is seeking a “no-layoffs” clause. Such a clause is unusual but not unheard of in university contracts. Needless to say, employers prefer not to concede to such a clause, and usually only do so when they are asking for significant concessions, like no salary increases for two years. Unions only seek such a clause when employees are already so distrustful of the employer's use of layoffs that labour peace is threatened. Both of these conditions currently exist at VIU.

Recently, layoffs have been announced that cut departments with high enrolments, stranding students on waitlists and threatening their ability to graduate in a timely manner. Yet provincial funding to VIU remains unchanged, and student tuition and student numbers are on the increase. Faculty and students are being asked to trust that the administration are making the fewest cuts possible to education. But the information we have access to indicates that education is not this administration's top spending priority. The amount spent on administrator compensation is up 40% over four years while the amount spent on faculty growth matches student enrolment growth at 23%. That is one of the indisputable facts that makes us wonder what their priorities are.

Letter of Support from the UFV/FSA - March 29, 2011

Dan McDonald, President
Vancouver Island University Faculty Association

Let me express the strong support of the Executive of the University of the Fraser Valley Faculty and Staff Association for your recent job action. Your executive and membership are bringing public attention to the issues we are all facing at our institutions. Your actions to protect the core values of a public, academic institution and to bring transparency to the process of spending within the university are timely, important, and admirable. Your insistence that faculty layoffs occur only when they are the direct consequence of financial exigency is a vital part of the collective agreements at all established universities in Canada because it protects prioritization of education and academic freedom.

Thanks for taking a stand. We wish you a short, successful strike and a much improved relationship with your employer and community.

In solidarity,

Rhonda Snow, President, UFV Faculty & Staff Association

Thank you from VIU!

UFV/FSA attended the rally on March 30th, 2011 joining at least 10 other locals from around the province, including:

Thompson Rivers, Vancouver Community College, Capilano, Douglas College, College of New Caledonia, Selkirk College, Camosun College, North Island College, Thompson Rivers, and Kwantlen.

VIU expresses their sincere appreciation. See the following article for more information and a recap of the rally: <http://www.viufa.ca/thank-you-2/>

See video of rally at

<http://www.workingtv.com/fpse-rally-30mar2011.html>



University of the Fraser Valley Faculty & Staff Association

NOMINATION FORM

ELECTION OF OFFICERS 2011/12

Nominations will close at the end of the AGM – Wednesday, May 4, 2011

Positions to be filled:

- President (2 year term)
- Staff Vice-President (2 year term)
- Faculty Contract Administrator (2 year term)
- Secretary-Treasurer (2 year term)
- Communications Chair (1 year term)
- JPDC Co-Chair (1 year term)
- Occupational Health & Safety Co-Chair (1 year term)
- Social Committee Chair (1 year term)
- FPSE Rep - Status of Women (1 year term)
- FPSE Rep - Human Rights (1 year term)
- FPSE Rep - Non-Regular Employees (1 year term)

Note:

All nominees are expected to submit a written statement to the FSA office for posting on the FSA website by 4:00 p.m. on Monday May 9, 2011.

Please complete this form and forward it to the FSA Office (B377) Abbotsford Campus.

I nominate _____
(please print clearly)

for the position of _____
(please print clearly)

(name and signature of NOMINATOR...please print clearly)

(date)

I accept the nomination _____
(signature of NOMINEE)

FSA Contacts 2010-11

Executive

President	Rhonda Snow	4061
Faculty Vice-President	Glen Baier	2421
Staff Vice-President	Isabel Hay	4034
Contract Administrator (Faculty)	Madeleine Hardin	4605
Contract Administrator (Staff)	Jill Harrison	4593
Contract Chair	Hilary Turner	4466
Secretary/Treasurer	Sean Parkinson	4301
Communications Chair	Lynn Kirkland Harvey	6323
Agreements Chair	Moiria Kloster	4320
JCAC Co-Chair	Shannon Draney	5402
JPDC Co-Chair	Darryl Plecas	4553
OH&S Co-Chair	Kathy Gowdridge	6311
Social Committee Chair	Janice Nagtegaal	4080
FPSE Rep. Status of Women	Mandy Klepic	6333
FPSE Rep. Human Rights	Martha Dow	4628
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WHAT'S NEXT ON THE FPSE CALENDAR?

For updates and upcoming meetings at the Federation of Post-Secondary Educators (FPSE), visit their website at <http://www.fpse.ca>

FPSE AGM & Convention

May 17-20, 2011
Prince Rupert

BC Federation of Labour 'National Day of Mourning'

April 28, 2011
8:00am to 9:00am
Hastings Park, Vancouver

words & vision

Newsletter of the UFV Faculty & Staff Association

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Printed by
UFV Printing Services

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